

“A STUDY ON DIMENSIONS OF HRD CLIMATE IN SELECTED SELF FINANCING ENGINEERING COLLEGES" IN CHITTOOR DISTRICT, ANDHRA PRADESH

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ABSTRACT

Education takes place in shaping the personality and dynamism in individuals. Proper education can make the people efficient and ensure them as professionals in their field. The educated and skilled manpower can contribute to the economy of any country. There is a need to develop the education sector ‘i.e.’ teaching staff in the institutions. HRD is meant for the overall development of human resources and optimum utilization of the existing human capabilities. Equipping and maintaining proper HRD systems in educational sector can strengthen and enhance the quality of entire educational sector.

KEYWORDS: HRD Climate, General Supportive System, HRD Mechanisms, OCTAPACE Culture & Performance

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INTRODUCTION

India's higher education system is the third largest in the world, after China and United States in terms of enrolment. However, in terms of the number of institutions, India is the largest higher education system in the world with 26455 institutions (504 universities and 25951 colleges). India is one of the largest countries which produce 1.7 millions of engineers in a year and having 7080 engineering colleges. Students intake at the undergraduate level in engineering colleges started increasing from 2006-07. There were 659,717 engineering seats in 2006; it reached to 1.22 million in 2010 and 1.67 million in 2015. Actually, it is the biggest source which contributes to the economy. Andhra Pradesh is one of the state having 704 engineering colleges and the number of the seats were 340007, the highest in India in 2015. Though the colleges are going to increase continuously, the standards were getting down. There are only 3% of the students having software engineering skills and 7% having core engineering skills, due to poor management systems, lack of skilled faculty and traditional methods of learning systems.

Today, most of the larger public and private sector organizations were succeeded by introducing and adopting their structures with HRD systems. The aim of HRD was to attain organizational goals by creating an enabling climate with individual development and satisfaction. HRD techniques focus on maximizing the latent capabilities and competences of the workforce. Competencies may need without exemption of any field like technology, science, agriculture, education, industry, politics, public administration etc. Today, educational institutions are acting as supplement of professionals, technicians to the country. They transmit the skills, values as well as culture and heritage to the younger generations. Education was main driver to contribute to economic growth with technological innovation and high productivity. Equipping educational institutions with proper HRD

systems may increase the quality and standards of education. Now a day's, all universities were employing with HR systems. Each and every institution was equipped with HR department and manager. The formal and intensive HRD techniques may increase.

LITERATURE REVIEW

Neeraj Kumari FACTORS INFLUENCING THE HRD CLIMATE OF AN ORGANIZATION (2013) aimed to find the factors influencing HRD climate in organizations and concluded that the overall climate of the span co ltd was encouraging. There is a keen interest of top management in HRD, and there is a high team spirit and employees take training seriously

R. Krishna kumar (2014) in his study stated that the HRD climate in the public sector bank is average and there is lot of scope for improvement in the HRD climate. The result also shown that there is no difference in the perception of the employees on the basis of gender, qualification, designation but the perception of the employees differs on the basis of age.

Dr. Usha (2015) concluded that effective utilization of HRD initiatives can boost morale, motivation levels and team spirit of the employees and enhance satisfaction levels in employees and ensuring the employees to perform better to achieve the organizational goals.

Dr. Usha Tiwari (2014) in her study suggested that the top authorities should recognize Human resource and invest considerable time and investment to develop the employee. Strengthen the policies and procedures and develop the guiding spirit to improve the HR.

Benazir and Devi priya 2014 studied with an aim to determine the objectives and performance standards. Main focus was on the aspects of development with ensuring the performance standards of the employees. Based on the analysis, they concluded that there was prevailing good HRD climate.

Benjamin O. Akinyemi examines the state and perceptual differences on the level of HRD climate in Nigerian banks. Results indicate that employees perceive the overall HRDC and its three dimensions of general climate, HRD mechanism and OCTAPAC culture to be at moderate level.

An attempt was made by P. Natiya to assess the employee's attitudes and level of satisfaction towards the existing HRD system, their relationship and morale towards work and environment. Finally concluded that there, the employees were highly satisfied with the HRD practices and there was a strong feeling in employees that the organization was recognizing them.

Mulatu Takele Babushe, Professor K. Narendranath examined employees' perception about HRD climate in relation to job satisfaction in the public sector of Ethiopia and concluded that there was the existence of very poor HRD climate and HRD climate variables were below average level in the selected bureaus or in the public sector of Ethiopia. And, there is a significant impact of HRD climate on job satisfaction.

Aim: The aim of present study is to assess the contributing factors towards HRD climate and its effect on faculty's performance in engineering colleges in Chittoor district, in Andhra Pradesh.

Need of the Study: The newly formed Andhra Pradesh state has around 1200 professional colleges which offer the degree and post graduation programs. The colleges are approved by respective regulating bodies at national level like

AICTE, MCI, INC, BCI and NCTE with due affiliation to various universities. Among these, 90% of the colleges were maintained by the private trusts and societies which registered with government. With the increase in number of colleges, the quality and standards of education has been an issue for debates for various reasons. The engineers produced by the huge number of private engineering colleges, which in the absence of sound infrastructure, well-qualified staff and no emphasis on imparting quality education did not possess any skills worth the name at all. A small percentage of students, those who pass out from engineering colleges do possess qualified requirements and skills named at all. While the government of India and various state governments now focus on equipping the youth with employable essentials, it is very much needed to check the factors contributing HRD climate and the satisfaction levels of the proposed faculty members at these colleges.

Significance of the Study: This study highlights several areas which are necessary to effectively organize the engineering colleges. The dimensions chosen for the study are categorized with a comprehensive approach that would cover almost all the aspects of HRD practices. The conclusions of the study would be a great source of literature to sort out some of the undesirable issues that are likely to crop up in the formulation and implementation of such HRD policies and practices.

Objective of the Study

To study the significant factors contributing towards HRD climate

RESEARCH METHODOLOGY

Teaching faculty in Puttur, Chittoor district constituted as the respondents of the study. The present study is a descriptive analysis with a sample size of 1500 targeted, and finally a sample size of 514 was achieved. The technique of random sampling was employed to ensure data from sample. Self administered questionnaire was used. Totally, two sets of questionnaire were formed to measure the HRD climate variables on top management commitment, conduciveness of the policies, the depth and accessibility of the mechanisms, cultural conditions of the institutions and satisfaction and performance of the employees.

Analysis & Findings: For Examination of objective 1, Factor analysis was applied through extraction method and Principal component analysis.

**Table 1.1: Exploratory Factor Analysis Dimensions of HRD Climate
In Self Financing Engineering Colleges**

Name of the Component			
Component 1: Management Support	Factor Loadings	Grand Mean	Alpha Value
Top management allocates the resources as per requirements.	0.736	3.805	0.896
HR Policies facilitate the faculty development	0.681		
Top management facilitates the pleasant working environment for the faculty performance	0.677		
Management provides adequate training and development programme for faculty development	0.673		
Faculty work life balance is effective	0.627		
Learning platform is created for developing the teaching skill.	0.619		
Management shows more concern towards faculty	0.618		

development			
Faculty’s suggestions are effectively considered	0.496		
Component 2:Recognition & Award System			
Promotions are based on meritorious performance	0.713	3.687	0.753
Recognition is done by the department level	0.691		
Faculty performance is recognized with appropriate awards	0.491		
Adequate salary paid by the Management	0.489		
Performance appraisal reports are objective oriented	0.473		
Component 3: Autonomy to Faculty			
Faculty share feelings, thoughts and Genuine information in meetings	0.723	3.87	0.801
Management provides adequate support in solving the problems	0.589		
Faculty enjoys autonomy in the working environment	0.543		
Faculty are encouraged to initiate the best practices	0.535		
Career opportunities are transparent to all the faculty	0.461		
Component 4 : Employee Cohesiveness at Work			
Always complete job assignment in time	0.771	4.04	0.817
Group thinking	0.713		
Cohesiveness (Mingle) with subject	0.646		
Role Clarity in role performance	0.62		
Supervision of student internships, programs and projects.	0.547		
Performance always meets superior expectations	0.476		
Name of the Component	Factor Loadings	Grand Mean	Alpha Value
Component 5: Feedback System			
Feedback mechanism help the faculty to mould their teaching behavior	0.712	3.99	0.676
Department Heads are effectively guiding the Department	0.596		
Feedback reports are discussed with the faculty as constructive tool to make them effective teachers	0.501		
Learning environment is conducive for faculty development	0.467		
Subject allocation according to the specialized area of interest	0.466		
Component 6: Retention Strategy			
Faculty performance is healthy for HRD Climate	0.688	3.818	0.736
HRD Climate is favoring the retention strategy	0.511		
Component 7: Career Advancement			
Faculty are willing to do administrative jobs	0.76	3.64	0.680
Career advancement is effective	0.528		
Component 8: Loyalty of Faculty			
Being loyal to superior	0.687	4.168	0.772
Carefulness and stable with policies and procedures	0.662		
Value commitment and dedication towards work, institution	0.59		
Boosterish towards academics and selfless services to develop students	0.537		
Component 9: Identification of Faculty			
Campus committee work service to the institution	0.724	3.917	0.750
Identification in the Institution	0.691		
Component 10: Administrative Assignments			
Management allocates the administrative assignments	0.728	3.97	0.634
Management identifies the potential employees and utilize	0.505		

them for organizational development			
Basic trust exists among the faculties	0.456		
Component 11: Innovative Practices			
Feedback report is without any bias	0.589	3.911	0.630
Innovative practices are allowed for performance	0.497		
Extraction Method : Principal Component Analysis Rotation Method : Varimax with Kaiser Normalization Total variance Explained : 68.24%			

CONCLUSIONS

For examining the objective of the study, exploratory factor analysis was employed in order to investigate possible dimensions of original 53 items. This Analysis produced 11- factors solution for HRD climate in self financing engineering colleges. Faculty performance in the self financing engineering college depends on the following factors namely: Management Support, Reorganization & Award system, Autonomy to faculty, Employee cohesiveness at work, Feedback system, Employee retention strategy, Faculty Career advancement, Loyalty of faculty and Identification of Faculty. Administrative assignments and Innovative practices that accumulatively interpreted the 68.24% of the total variance from initial variables (Table 1.1). These 11 components' integration show the impact on HRD climate with the Grand Mean greater than 3.5 on 5 point scale, and the factors reliability using Cronbach's α value well exceeded the suggested (α value co- efficiency is higher than 0.60).

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